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Programme budget for the biennium 2012-2013

Human resources management

United Nations common system

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for the year 2012*

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

Summary

The present statement, submitted pursuant to rule 153 of the rules of procedure of the General Assembly, describes the administrative and financial implications arising from the decisions and recommendations of the International Civil Service Commission for the common system, in particular for the programme budget of the United Nations, commencing with that for the biennium 2012-2013. In the interest of providing comprehensive information, the statement also describes the implications for the budgets of peacekeeping operations, commencing with those for the 2012/13 peacekeeping financial period.

* An advance version of the report of the International Civil Service Commission for 2012 (A/67/30) was used in the preparation of the present statement.

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Should the General Assembly approve the recommendations of the Commission, the resource requirements arising from those recommendations under the programme budget of the United Nations for the biennium 2012-2013 will be taken into consideration in the context of the performance reports for the biennium 2012-2013. The resource requirements for peacekeeping operations for the peacekeeping financial periods 2012/13 and 2013/14 will be taken into account, partly in the context of the performance reports for the period from 1 July 2012 to 30 June 2013 and partly in the context of the proposed budgets for the financial period from 1 July 2013 to 30 June 2014.

Resource requirements for subsequent periods will be included in the proposed programme budgets and the budgets of peacekeeping operations.

In paragraph 6 of its resolution 66/235 B, the General Assembly recalled paragraphs 10, 12 and 13 of the report of the Advisory Committee on Administrative and Budgetary Questions and requested the Secretary-General to provide for consideration at the main part of its sixty-seventh session additional information and explanations requested in those paragraphs. Section V of the present statement has been provided in response to the request of the General Assembly.

Abbreviations

CEB	United Nations Chief Executives Board for Coordination
ICSC	International Civil Service Commission
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNDOF	United Nations Disengagement Observer Force
UNIFIL	United Nations Interim Force in Lebanon
UNISFA	United Nations Interim Security Force for Abyei
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOCI	United Nations Operation in Côte d'Ivoire
UNPOS	United Nations Political Office for Somalia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSOA	United Nations Support Office for the African Union Mission in Somalia
UNSMIL	United Nations Support Mission in Libya
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. The annual report of the International Civil Service Commission for 2012 (A/67/30) contains decisions and recommendations giving rise to financial implications for the programme budget of the United Nations for the biennium 2012-2013, and for the budgets of peacekeeping operations, starting with the peacekeeping financial period 2012/13, related to the following issues:[1]

(a) Conditions of service applicable to both categories of staff: education grant;

(b) Conditions of service of the Professional and higher categories: base/floor salary scale;

(c) Conditions of service in the field: danger pay.

II. Conditions of service applicable to both categories of staff: review of the level of the education grant

2. The Commission had before it proposals by the secretariat of the United Nations Chief Executives Board for Coordination for a review of the level of the education grant on the basis of the analysis of expenditure data on 18,296 claims for the academic year 2010/11 in 15 individual country/currency areas for which the education grant was administered. The Commission was informed that the ongoing review of the methodology for determining the education grant had not been completed and, while the Commission would have preferred to review the grant level upon completion of the methodology review, in its view, it would have not been appropriate to defer the consideration of the grant level until the completion of this review, given the need to maintain the grant at adequate levels. The Commission recalled that the General Assembly, in its resolution 66/235, had reiterated its request for ICSC to bear in mind the limitations imposed by Member States on their national civil services in regulating and coordinating the conditions of service of staff of the common system. The Commission therefore considered that a conservative approach to reviewing the education grant levels was more than justified.

3. The Commission noted that, while the education grant review took into account the movement of costs and fees, the adjustment of specific grant levels had always been done in a pragmatic way. In this regard, it recalled its approach to the 2010 review, whereby in all cases, the adjustments were limited to the fee movement or to the percentage increase required to bring 95 per cent of claims

[1] Conditions of service of the General Service and other locally recruited categories: ICSC conducted a survey in Rome, with reference date of April 2012. It recommended to the executive heads of Rome-based organizations a new salary scale, as reproduced in annex X to document A/67/30. The notional savings as a result of the implementation of the recommended salary scale are estimated at approximately $7.8 million at the April 2012 United Nations rate of exchange. However, as the recommended salary scale is expected to be implemented only with respect to staff recruited on or after the date of promulgation by the Rome-based organizations, there are no immediate savings associated with the Commission's recommendations on the revised salary scale and dependency allowance, with eventual savings realized as new staff is recruited.

within the ceiling, whichever was lower. Under the present circumstances, however, the Commission believed that an even more stringent approach would be required. It was pointed out that the education grant scheme was based on the principle of shared responsibility of organizations and staff for covering education-related expenses of their children. It would thus be only fair if the staff of the common system also shared some of the burden of the increase in the cost of education.

4. The Commission decided to recommend to the General Assembly that:

(a) For Austria, Belgium, Denmark, France, Germany, Italy, the Netherlands, Spain, Switzerland, the United Kingdom of Great Britain and Northern Ireland, the United States of America and the United States dollar area outside the United States, the maximum admissible expenses and the maximum education grant be adjusted as reflected in table 1 of annex III to the report of the Commission;

(b) For Ireland, Japan and Sweden, the maximum admissible expenses and the maximum education grant remain at current levels as shown in table 1 of annex III to the report of the Commission;

(c) For Austria, Belgium, Denmark, France, Germany, Ireland, Italy, Japan, the Netherlands, Spain, Sweden, the United Kingdom, the United States and the United States dollar area outside the United States, the normal flat rates for boarding, taken into account within the maximum admissible educational expenses, and the additional amount for reimbursement of boarding costs over and above the maximum grant payable to staff members serving at designated duty stations be revised as shown in table 2 of annex III to the report of the Commission;

(d) For Switzerland, the normal flat rate for boarding and additional flat rate for designated duty stations be maintained at the current level as shown in annex III to the report of the Commission;

(e) The special measures for China, Hungary, Indonesia and the Russian Federation, as well as for the eight specific schools in France (namely, American School of Paris, British School of Paris, International School of Paris, American University of Paris, Marymont School of Paris, European Management School of Lyon, École Active Bilingue Victor Hugo and École Active Bilingue Jeanine Manuel) be maintained;

(f) The special measures for Romania be discontinued;

(g) Special measures be introduced in Thailand and for the American Cooperative School in Tunis, and the American International School of Johannesburg, South Africa;

(h) All the above-mentioned adjustments and measures be applicable as from the school year in progress on 1 January 2013.

5. The financial implications arising from the review of the education grant levels detailed in the report of the Commission amount to $1.9 million per annum for the United Nations system organizations.

6. The financial implications of the recommendation with respect to the education grant have been estimated at $219,400 under the programme budget of the

United Nations for the biennium 2012-2013 and $438,800 under the proposed programme budget for 2014-2015.[2]

7. The financial implications of the recommendation with respect to the education grant for peacekeeping operations have been estimated at $78,800 for the financial period from 1 July 2012 to 30 June 2013 and at $157,600 for the financial period from 1 July 2013 to 30 June 2014.

III. Conditions of service of the Professional and higher categories: base/floor salary scale

8. The General Assembly, in section I.H of its resolution 44/198, introduced the concept of the base/floor salary scale for staff in the Professional and higher categories, set by reference to the corresponding net salary levels of officials in comparable positions serving in the base city of the comparator civil service (the federal civil service of the United States of America) with effect from 1 July 1990.

9. The Commission was informed that due to the comparator civil service's pay freeze in effect for 2011 and 2012, the gross levels of the General Schedule of the comparator did not change from the levels in 2010. However, slight changes in the federal and Maryland tax schedules had occurred in 2012 while the taxes for the state of Virginia and in the Federal District of Columbia remained unchanged. The changes relating to the federal taxes related to revised tax rates and personal exemptions and standard deduction amounts. The changes in the taxes for the state of Maryland related mainly to the introduction of revised tax brackets for adjusted gross income above $150,000. Therefore, despite the pay freeze, the aforementioned tax related changes resulted in an increase of 0.12 per cent, in net terms, in the reference comparator pay level, as compared with the 2011 level. In accordance with the approved procedures, an upward adjustment of 0.12 per cent in the common salary scale for staff in the Professional and higher categories is being recommended by the Commission with effect from 1 January 2013. The increase in the base/floor salary scale would be implemented by increasing base salaries by 0.12 per cent through a consolidation of the requisite number of post adjustment multiplier points into base salaries on a no-loss/no-gain basis.

10. The annual financial implications arising from such an adjustment in the base/floor salary scale for the United Nations and other participating organizations of the common system referred to in the report of the Commission amount to approximately $60 000, broken down as follows:

(a) None for duty stations with low post adjustment where net salaries would otherwise fall below the level of the new base salaries and might not be able to absorb a base salary increase;

(b) $60,000 in respect of the scale of separation payments.

[2] The estimated annual cost implications arising from these recommendations for the United Nations as a whole were estimated at $523,000 by ICSC. In calculating the amount of the implications for the programme budget, the human resources statistics of CEB as at 31 December 2011 were used. These show that, of the total of 10,158 Professional staff of the United Nations, 4,261 (41.95 per cent) are funded from the regular budget (programme budget). Accordingly, this percentage was applied to the amount of $523,000 to estimate the annual cost implications of $219,400 for the programme budget.

11. The Commission decided to recommend to the General Assembly for approval with effect from 1 January 2013 the revised base/floor salary scale for Professional and higher categories as shown in annex V to the report of the International Civil Service Commission for the year 2012, reflecting a 0.12 per cent adjustment implemented by increasing the base/floor salary scale and commensurately reducing post adjustment multiplier points with no change in net take-home pay.

12. The financial implications with respect to the adjustment to the base/floor salary scale for the programme budget of the United Nations for the biennium 2012-2013 are estimated at $7,700.[3]

13. The financial implications with respect to the adjustment to the base/floor salary scale for peacekeeping operations have been estimated at $7,200 for the financial period 1 July 2012 to 30 June 2013 and at $14,400 for the financial period from 1 July 2013 to 30 June 2014.

IV. Conditions of service in the field: danger pay — (interim measure) implementation date and possibility of delinking pay from salary scales of locally recruited staff

14. At its seventy-third session in July 2011, ICSC decided to discontinue hazard pay and introduce danger pay. The level of hazard pay granted to locally recruited staff was not static; it was adjusted automatically whenever the salary scales were adjusted, namely, following comprehensive surveys and the interim adjustments of salary scales between comprehensive surveys. Given this automaticity, which was declared undesirable by the General Assembly, the Commission agreed to consider delinking danger pay from the salary scale of locally recruited staff.

15. Pending a review and as an interim measure, the Commission had decided to establish the level of danger pay at the rate of 25 per cent of the net midpoint of the applicable local General Service salary scale, with adjustments to be made as the salary scales were revised, that is, to maintain the same amount and adjustment procedures as for the earlier hazard pay. The Commission had requested its secretariat to conduct a study of the methodology for establishing the level of danger pay for locally recruited staff.

16. Considering the higher level of danger pay ($1,600 per month) for international staff compared to that of hazard pay ($1,365 per month), the Commission considered that it was an appropriate time to consider an increase in the level of danger pay for national staff. The Commission decided to increase the level of danger pay for locally recruited staff from the current rate of 25 per cent to 30 per cent of the applicable 2012 General Service salary scales, and to subsequently delink danger pay from the applicable General Service salary scales and reviewing the then fixed rates every

[3] The year-to-date expenditure as at the end of July 2012 under the programme budget against the budget lines related to repatriation/termination indemnities amounted to $3,731,300. As repatriation/termination indemnities are paid to staff affected on the basis of their base/floor salary, a change to the base/floor salary scale would affect the expenditures incurred. Accordingly, the annual cost implications arising from this recommendation, which will be effective 1 January 2013, are estimated by annualizing the year-to-date expenditure and then multiplying the result by the proposed increase of 0.12 per cent in the base/floor salary scale to the expenditures incurred ($3,731,300÷7x12x0.12%=$7,700).

three years at the same time that the rates for international staff are reviewed. The financial impact of the Commission's decision with respect to increasing the level of danger pay for locally recruited staff from the current rate of 25 per cent to 30 per cent of the applicable General Service salary scales has been estimated by ICSC at $9.9 million per annum system-wide, assuming that the number of local staff receiving danger pay remains the same.

17. The financial implications of the recommendation with respect to increasing the level of danger pay for locally recruited staff from the current rate of 25 per cent to 30 per cent of the applicable 2012 General Service salary scales for the programme budget of the United Nations for the biennium 2012-2013 have been estimated at $2.1 million.[4]

18. The financial implications of the recommendation with respect to increasing the level of danger pay for locally recruited staff from the current rate of 25 per cent to 30 per cent of the applicable 2012 General Service salary scales for the budgets of peacekeeping operations for the period 1 July 2012 to 30 June 2013 and for the period 1 July 2013 to 30 June 2014 have been estimated at $2.3 million and $4.7 million,[5] respectively.

V. Estimated annual financial implications of the replacement of hazard pay with danger pay

19. In paragraph 6 of its resolution 66/235 B, the General Assembly recalled paragraphs 10, 12 and 13 of the report of the Advisory Committee on Administrative and Budgetary Questions[6] and requested the Secretary-General to provide, for consideration at the main part of its sixty-seventh session, additional information and explanations requested in those paragraphs. In paragraph 10 of its report, the Committee had requested the Secretary-General to provide information to the Assembly on the total expenditures for hazard pay in 2011, the estimated total

[4] The increase from 25 per cent to 30 per cent in the level of danger pay for local staff effective 1 January 2013 has been calculated as follows: the expenditure for locally recruited staff paid in April 2012 under the programme budget was $880,500. The annual estimated costs are calculated by annualizing the April 2012 expenditure ($880,500x12=$10,566,000), then proportionally increasing the annualized total from 25 per cent (current rate of danger pay allowance) to 30 per cent (new rate of danger pay allowance), which amounts to $12,679,200. Accordingly, the annual cost implications arising from this recommendation are estimated at $2,113,200 annually for the programme budget.

[5] The increase from 25 per cent to 30 per cent in the level of danger pay for local staff effective 1 January 2013 has been calculated as follows: The expenditure for locally recruited staff paid in April 2012 under the budgets of peacekeeping operations was $1,947,800. The annual estimated costs are calculated by annualizing the April 2012 expenditure ($1,947,800x12=$23,373,600, then proportionally increasing the annualized total from 25 per cent (current rate of danger pay allowance) to 30 per cent (new rate of danger pay allowance), which amounts to $28,048,320. Accordingly, the annual cost implications arising from this recommendation are estimated at $4,674,720 annually for the budgets of peacekeeping operations.

[6] A/66/7/Add.26. The information requested in paragraph 10 of the report on the estimated number of staff by category and duty station eligible for a four-week rest and recuperation cycle under the current rest and recuperation framework, and on the estimated number of staff by category and duty station eligible for a six-week rest and recuperation cycle under the current rest and recuperation frameworks was provided to the General Assembly during the second part of its resumed sixty-sixth session and is set out in annexes IV and V to the present report.

annual requirements for danger pay, the number and category of staff having received hazard pay and the total amount of hazard pay paid by duty station in March 2012, the number and category of staff having received danger pay and the total amount of danger pay paid by duty station in April 2012, the estimated number of staff by category and duty station eligible for a four-week rest and recuperation cycle under the current rest and recuperation frameworks and the estimated number of staff by category and duty station eligible for a six-week rest and recuperation cycle under the current rest and recuperation frameworks. In paragraphs 12 and 13 of its report, the Committee urged the Secretary-General to provide a full explanation to the Assembly on the underlying causes for divergence between the anticipated and actual number of danger pay duty stations as well as information on the application of the aforementioned criteria approved in resolution 66/235, emphasizing the need for accurate and reliable data to support informed decision-making on proposals and the implementation of measures with significant financial and administrative implications.

Total expenditures for hazard pay in 2011

20. Based on the request of the General Assembly, the Commission provided an update on the estimated annual system-wide financial implications of the replacement of hazard pay with danger pay. It stated in paragraph 197 of its report that the total expenditure related to hazard pay for 2011 reported by the organizations that responded was $111,295,523, while noting that hazard pay locations were reviewed every three months and hence the number of eligible locations changed during the year. As regards the United Nations, expenditure in respect of hazard pay during 2011 amounted to $82,844,100, which is equivalent to average monthly expenditures during 2011 of $6,903,700.

Hazard pay allowances (expenditures, number and category of staff) for March 2012 and danger pay allowances (expenditures, number and categories of staff) for April 2012

21. As was the practice for hazard pay, the locations eligible for danger pay are reviewed every three months. It should be noted that locations in 12 countries were eligible for danger pay when it became effective 1 April 2012, which is less than the 18 countries with locations that were previously eligible for hazard pay. This is illustrated in annex I, which sets out the duty stations eligible for hazard pay as of 31 March 2012, as well as the duty stations eligible for danger pay for the three-month period from 1 April to 30 June 2012 and the three-month period from 1 July to 30 September 2012.

22. The relative impact of the introduction of danger pay in April 2012, as compared to the preceding hazard pay allowance in March 2012, is shown in table 1 below.

Table 1
Comparison of hazard pay allowances for March 2012 and danger pay allowances for April 2012
(Thousands of United States dollars)

	Hazard pay (March 2012)	*Danger pay (April 2012)*	*Difference*	*Percentage*
Number of international staff	2 775	2 356	419	15.1
Number of national staff	7 676	6 808	868	11.3
Total staff	**10 451**	**9 164**	**1 287**	**12.3**
Amount paid to international staff	2 756.8	2 804.0	(47.2)	(1.7)
Amount paid to national staff	2 631.3	2 828.3	(197.0)	(7.5)
Total paid to staff	**5 388.1**	**5 632.3**	**(244.2)**	**(4.5)**

23. As noted above, the number of countries with locations eligible for danger pay decreased from 18 to 12 and similarly the number of staff who received danger pay in April 2012 was 9,164, which is 1,287 (or 12.3 per cent) less than the number of staff who received hazard pay in March 2012 (10,451).

24. Although the total number of eligible staff members has decreased with the replacement of hazard pay with danger pay, the total amount paid for danger pay in April was $244,200, or 4.5 per cent higher than the amount paid for hazard pay in March 2012. It should be noted that danger pay is payable for time away from the duty station on rest and recuperation travel and official duty travel up to a maximum of seven consecutive calendar days, which was not the case under the hazard pay allowance.

25. It is apparent that a month-on-month comparison implies an increase in the relative cost of staff allowances. However, it should be noted, also, that the monthly expenditures in March and April 2012 were less than the average monthly expenditures for hazard pay during 2011. If the impact upon the cost of the staff allowances were calculated with reference to expenditures for 2011, the replacement of hazard pay with danger pay would imply a decrease in cost of approximately $15.3 million per annum.[7]

26. Annex II provides details regarding the locations, number and categories of staff who received hazard pay in March 2012 and the same information in respect of staff who received danger pay in April 2012, in accordance with the recommendation contained in paragraph 10 of the report of the Advisory Committee.

[7] The approximate decrease in cost of $15.3 million was calculated by annualizing the April 2012 expenditure for danger pay ($5,632,300x12=$67,587,600) and then deducting the total expenditure for hazard pay in 2011 ($67,587,600-$82,844,100=($15,256,500)).

Estimated total annual requirements for danger pay and causes for divergence between anticipated and actual danger pay duty stations

27. Information on the danger pay allowances for May, June and July 2012 has been collated and the details presented in annex III, a summary of which is provided in table 2 below.

Table 2
Comparison of monthly danger pay allowances for May, June and July 2012
(Thousands of United States dollars)

	May 2012	*June 2012*	*July 2012*	*Monthly average*
Number of field missions	11	11	12	
Number of international staff	2 559	2 633	2 310	2 501
Number of national staff	7 284	7 396	6 721	7 133
Total number of staff	**9 843**	**10 029**	**9 031**	**9 634**
Amount paid to international staff	3 391.6	3 562.7	3 186.6	3 380.3
Amount paid to national staff	3 149.7	3 152.4	2 668.4	2 990.2
Total amount paid to staff	**6 541.3**	**6 715.1**	**5 855.0**	**6 370.5**

28. It can be seen from annex I that locations in 12 countries were eligible for danger pay, and table 2 above shows that, although the number of field missions with eligible duty stations increased by only one, the number of staff, both international and national, fluctuated considerably during the three-month period with corresponding fluctuations in monthly expenditures.

29. Notwithstanding the more stringent requirements for designation as a duty station eligible for danger pay, it is apparent that the monthly requirements for danger pay are highly dependent on the size of particular duty stations in the field mission and the number of staff present. The total expenditure for the period from April to July was $24,743,700. Assuming an average monthly expenditure of $6,185,900 for the subsequent eight months, the estimated total annual requirements for danger pay amount to $74,230,900, which is $8,613,200 lower than the expenditure with respect to hazard pay during 2011.

30. The estimated annual requirements for danger pay shown above are based on limited empirical data, given the fact that danger pay has only been in effect since 1 April 2012. More importantly, perhaps, is the fact that the historical or prevailing security situations cannot necessarily be used as a proxy for future circumstances.

31. It will be recalled that, when the Commission recommended the introduction of danger pay in 2011, which was taken up for consideration by the General Assembly during its sixty-sixth session, the following three principal characteristics applied:

(a) The level of danger pay allowance would be higher than the hazard pay allowance for international staff;[8]

(b) Fewer locations would be eligible for danger pay under the stricter criteria, as compared to hazard pay;

(c) Danger pay duty stations would be authorized for a period up to three months and then eligibility would be reassessed against the same stricter eligibility criteria.

32. It should be noted that security situations are not stagnant and that it is problematic to predict the future requirement level for danger pay with certainty. In addition, the initial assumption was made that, because a fewer number of locations would be eligible, there would be a commensurate reduction in the number of staff claiming the allowance. An inspection of the various locations, field missions and duty stations designated as eligible for danger pay, as set out in annexes II and III, indicates that larger duty stations within field missions can have a significant impact on the overall monthly expenditure. The specific duty stations eligible within field missions could not have been determined with certainty until the Department of Safety and Security had been given the opportunity to conduct a thorough review of all locations in line with the applicable criteria.

VI. Conclusions and recommendations

33. **The financial implications arising from the decisions and recommendations of the International Civil Service Commission have been summarized as follows:**

(a) **Additional net requirements for the programme budget of the United Nations for the biennium 2012-2013 and the biennium 2014-2015 are estimated at $2,340,300 and $4,680,600, respectively, as summarized in table 3 below;**

Table 3
Summary of financial implications for the programme budget and proposed programme budget of the United Nations
(United States dollars)

	Biennium 2012-2013	*Biennium 2014-2015*
Education grant	219 400	438 800
Base/floor salary scale	7 700	15 400
Danger pay rate increase for locally recruited staff	2 113 200	4 226 400
Total	**2 340 300**	**4 680 600**

[8] It should be taken into consideration that the amount of hazard pay applicable to internationally recruited staff was $1,365, and the current amount of danger pay is $1,600. With regard to locally recruited staff, danger pay allowance is currently calculated at the rate of 25 per cent of the applicable 2012 General Service salary scale. Effective 1 January 2013, the rate of danger pay allowance for national staff will increase from 25 per cent to 30 per cent of the applicable 2012 General Service salary scales.

(b) Additional net requirements for the budgets of peacekeeping operations for the financial periods 2012/13 and 2013/14, of $2,423,400 and $4,846,700, respectively (see table 4 below).

Table 4
Summary of financial implications for the budgets of peacekeeping operations
(United States dollars)

	1 July 2012-30 June 2013	*1 July 2013-30 June 2014*
Education grant	78 800	157 600
Base/floor salary scale	7 200	14 400
Danger pay rate increase for locally recruited staff	2 337 400	4 674 700
Total	**2 423 400**	**4 846 700**

34. **Should the General Assembly approve the recommendations of the Commission:**

(a) Requirements for the biennium 2012-2013 for the United Nations will be addressed in the context of the performance report for the biennium 2012-2013 and requirements for the biennium 2014-2015 will be considered in the context of the proposed programme budget for the biennium 2014-2015;

(b) Requirements for the budgets for peacekeeping operations will be reported in the related performance reports for the financial period from 1 July 2012 to 30 June 2013, and will be taken into account in the context of the proposed budgets for the financial period from 1 July 2013 to 30 June 2014.

Annex I

Hazard and danger pay locations

Hazard pay	*Danger pay*	*Danger pay*
1 January to 31 March 2012	*1 April to 30 June 2012*	*1 July to 30 September 2012*
Afghanistan — entire country and extended hazard pay	**Afghanistan**	**Afghanistan**
Democratic Republic of the Congo (Bas Congo, Equateur Province, North Katanga District, North Kivu Province, South Kivu Province, Province Orientale (Districts of Ituri, Haut Uele and Bas Uele only), and Maniema Province	**Democratic Republic of the Congo** — North Kivu Province, South Kivu Province, Orientale Province — (only Bas Uele, Haut Uele and Ituri Districts), Maniema Province	**Democratic Republic of the Congo** — North Kivu Province (Beni-Butembo-Lubero-Goma), South Kivu Province (Bukavu-Goma), Orientale Province — (Bas Uele, Haut Uele and Ituri Districts), and North Katanga (Tanganyka district)
Côte d'Ivoire — (Guiglo only)	–	**Côte d'Ivoire** — (Guiglo Security Area: Duekoue, Guiglo, Tai, Toulepleu and Blolequin)
Ethiopia (in Afar, east of the Dese-Mekela Road and north of the Kombolcha-Djibouti Road and Asseita; in the Somali Region the border area with Kenya, including Moyale and Tigray, north of Adrigat, Axum and Inda Selassie towns and Gambela region)	**Ethiopia** — Somali Region	**Ethiopia** — Somali Region
Gaza	–	–
India (Indian administered side of the Line of Control in Jammu and Kashmir less Ladakh)	–	–
Iraq (entire country and extended hazard pay)	**Iraq**, with the exception of Erbil	**Iraq**, with the exception of the Kurdish Regional Government (Erbil, Sulaymaniah and Dohuk Districts)

Hazard pay	*Danger pay*	*Danger pay*
1 January to 31 March 2012	*1 April to 30 June 2012*	*1 July to 30 September 2012*
Kenya — (North-eastern Province, including Dadaab, Garissa, Wajir, Mandera and Ijara; Eastern province districts of Moyale and Marsabit; Rift Valley province districts of Turkana District, including Lokichoggio, Lodwar and Kakuma)	**Kenya** — North-eastern Province (Garissa, Dadaab, Mandera, Wajir, Ijara)	**Kenya** — North-eastern Province (Garissa, Dadaab, Mandera, Wajir, Ijara, Fafi, including Alinjugur)
Lebanon (south of the Litani River except for the Tyre Pocket)	**Lebanon** — South Lebanon (UNIFIL area of operations, except the Tyre pocket)	–
Libya (entire country and extended hazard pay)	–	–
Pakistan (entire country and extended hazard pay)	**Pakistan** — Balochistan Province, Khyber Pakhtunkhawa Province (formerly, North-West Frontier Province) and Federally Administrated Tribal Areas	**Pakistan** — Balochistan Province, Khyber Pakhtunkhawa Province (formerly, North-West Frontier Province) and Federally Administrated Tribal Areas
Philippines — Southern Philippines to cover some areas of Mindanao: Sultan Kudarat, Maguindanao, Cotabato City, Lahad Del Sur, Lanao del Norte, Zamboanga City, Basilan, Tawi Tawi, and the Sulu Archipelago	–	–
Russian Federation — Kabardino Balkaria and Caucasus region: Republics of Ingushetia, Chechnya and Dagestan	–	–
Somalia (entire country and extended hazard pay)	**Somalia**	**Somalia**

Hazard pay	*Danger pay*	*Danger pay*
1 January to 31 March 2012	*1 April to 30 June 2012*	*1 July to 30 September 2012*
South Sudan (except Juba County)	**South Sudan** — Unity State, Upper Nile State, Jonglei State, Warrap State (except Tonji South county), in Lakes State (only Awerial, Yirol East, Rumbek Centre, Rumbek North and Rumbek East counties), in Northern Bar El Gazal State (only Aweil East and Aweil North counties), in Western Bar El Gazal State (all locations north of the road Kafia-Gabir-Kosho-Raja, excluding Raga town), Western Equatoria (only all locations south of the road Morobo-Yei-Maridi-Yambio-Nadi-Tambura, except Yambio town)	**South Sudan** — Unity State, Upper Nile State, Jonglei State, Warrap State (except Tonji South county), in Lakes State (only Awerial, Yirol East, Rumbek Centre, Rumbek North and Rumbek East counties), in Northern Bar El Gazal State (only Aweil East and Aweil North counties), in Western Bar El Gazal State (all locations north of the road Kafia-Gabir-Kosho-Raja, excluding Raga town), Western Equatoria (only all locations south of the road Morobo-Yei-Maridi-Yambio-Nadi-Tambura, except Yambio town)
Sudan (North Sudan Transitional Areas (including the three Protocol Areas, namely, Abyei, Southern Kordofan and the Blue Nile States) and Darfur)	**Sudan** — the Darfurs (West, South and North Darfur), Abyei Administered Area, South Kordofan State and Blue Nile State	**Sudan** — the Darfur Region, Abyei Administered Area, South Kordofan State and Blue Nile State
	Syrian Arab Republic — the entire country, except Damascus (city boundaries) and UNDOF area of operations	**Syrian Arab Republic** — the entire country, including Damascus (city boundaries) and UNDOF area of operations
Uganda (Karamoja region)	–	–
Yemen (entire country and extended hazard pay)	**Yemen**	**Yemen**
Number of countries: 18	**Number of countries: 12**	**Number of countries: 12**

Annex II

Number of staff in field missions in receipt of hazard pay (March 2012) and danger pay (April 2012)

Total number of staff in field missions in receipt of hazard pay as of 31 March 2012

	International		*National*			
Mission	*Number of international staff*	*Amount paid during April 2012[a]*	*Number of national staff*	*Amount paid during April 2012[a]*	*Total staff*	*Total amount paid[a]*
MONUSCO (Bunia, Beni, Bukavu, Butembo, Dungu, Goma, Kalemie, Kindu, Kisangani, Lubero, Uvira, Mbandaka, Matadi)	357	342.6	1 475	398.4	1 832	741.0
UNOCI (Guiglo)	1	1.4	6	2.4	7	3.8
UNAMA (entire country)	380	381.3	1 756	762.1	2 136	1 143.4
UNAMI (entire country)	310	319.1	315	140.0	625	459.1
UNAMID (Darfur region)	946	966.6	2 661	732.5	3 607	1 699.1
UNIFIL (Naquora)	354	295.9	639	324.6	993	620.5
UNISFA (Abyei, Wau, Kadugli)	24	15.3	22	6.3	46	21.6
UNMISS (entire country except Juba)	268	265.1	677	197.2	945	462.3
UNMOGIP (Islamabad)	27	25.8	47	12.5	74	38.3
UNPOS/UNSOA (Mogadishu, Garowe, Hargeisa)	23	31.4	21	4.6	44	36.0
UNSCO (Gaza)	1	1.0	14	7.1	15	8.1
UNSMIL (Tripoli, Bengazi)	78	106.5	24	32.8	102	139.3
UNTSO (Naquora)	6	4.8	19	10.8	25	15.6
Total	**2 775**	**2 756.8**	**7 676**	**2 631.3**	**10 451**	**5 388.1**

Total number of staff in field missions in receipt of danger pay as of 30 April 2012

	International		*National*			
Mission	*Number of international staff*	*Amount paid during April 2012[a]*	*Number of national staff*	*Amount paid during April 2012[a]*	*Total staff*	*Total amount paid[a]*
MONUSCO (Bukavu, Beni, Bunia, Butembo, Lubero, Goma, Kindu, Uvira)	292	339.0	1 289	494.7	1 581	833.7
UNAMA (entire country)	379	512.1	1 748	760.8	2 127	1 272.9
UNAMI (entire country, except Erbil)	273	311.5	246	104.6	519	416.1
UNAMID (Darfur region)	950	1 167.1	2 555	1 078.2	3 505	2 245.3
UNIFIL (Naquora)	305	250.7	634	303.4	939	554.1
UNISFA (Abyei, Kadugli)	22	27.6	25	7.7	47	35.3
UNMISS (Bentiu, Bor, Malakal, Melut, Rumbek, Warrab)	104	151.2	270	63.8	374	215.0
UNPOS/UNSOA (Mogadishu, Garowe, Hargeisa)	25	40.0	22	4.8	47	44.8
UNTSO (Naquora)	6	4.8	19	10.3	25	15.1
Total	**2 356**	**2 804.0**	**6 808**	**2 828.3**	**9 164**	**5 632.3**

[a] Thousands of United States dollars.

Annex III

Number of staff in field missions in receipt of danger pay, May, June and July 2012[a]

May 2012

	International		*National*			
Mission	*Number of staff*	*Amount paid*[b]	*Number of staff*	*Amount paid*[b]	*Total staff*	*Total amount paid*[b]
MONUSCO	323	355.6	1 575	478.9	1 898	834.5
UNAMA	365	485.5	1 758	764.8	2 123	1 250.3
UNAMI	275	311.4	206	106.1	481	417.5
UNAMID	1 007	1 611.2	2 686	1 167.6	3 693	2 778.8
UNIFIL	345	333.2	659	507.7	1 004	840.9
UNISFA	32	41.4	33	14.4	65	55.8
UNMISS	165	213.0	325	88.8	490	301.8
UNPOS	15	15.6	22	4.6	37	20.2
UNSMIS	18	5.5			18	5.5
UNSOA	9	12.0			9	12.0
UNTSO	5	7.2	20	16.8	25	24.0
Total	**2 559**	**3 391.6**	**7 284**	**3 149.7**	**9 843**	**6 541.3**

June 2012

	International		*National*			
Mission	*Number of staff*	*Amount paid*[b]	*Number of staff*	*Amount paid*[b]	*Total staff*	*Total amount paid*[b]
MONUSCO	323	356.8	1 575	467.9	1 898	824.7
UNAMA	355	471.6	1 736	756.9	2 091	1 228.5
UNAMI	297	349.6	263	108.9	560	458.5
UNAMID	1 000	1 600.0	2 693	1 170.6	3 693	2 770.6
UNIFIL	345	339.4	661	503.9	1 006	843.3
UNISFA	35	43.9	33	14.3	68	58.2
UNMISS	165	227.6	338	93.2	503	320.8
UNPOS	11	14.2	24	5.0	35	19.2
UNSMIS	84	134.4	45	11.8	129	146.2
UNSOA	8	10.8			8	10.8
UNTSO	10	14.4	28	19.9	38	34.3
Total	**2 633**	**3 562.7**	**7 396**	**3 152.4**	**10 029**	**6 715.1**

July 2012

Mission	International		National		Total staff	Total amount paid[a]
	Number of staff	Amount paid[a]	Number of staff	Amount paid[a]		
MONUSCO	325	336.7	1 576	521.8	1 901	858.5
UNOCI	–	–	14	5.5	14	5.5
UNAMA	353	449.1	1 635	713.1	1 988	1 162.2
UNAMI	284	320.7	252	105.6	536	426.3
UNAMID	991	1 585.6	2 702	1 174.6	3 693	2 760.2
UNDOF[c]	43	50.4	92	30.0	135	80.4
UNISFA	32	43.0	34	7.5	66	50.5
UNMISS	174	236.8	343	89.9	517	326.7
UNPOS	13	16.7	23	5.4	36	22.1
UNSMIS	81	129.6	42	11.9	123	141.5
UNSOA	10	13.1	–	–	10	13.1
UNTSO	4	4.9	8	3.1	12	8.0
Total	**310**	**3 186.6**	**6 721**	**2 668.4**	**9 031**	**5 855.0**

[a] It should be noted that the number of staff entitled to receive the allowance will change according to the prevailing security situation and that danger pay is authorized for a limited period up to three months.

[b] Thousands of United States dollars.

[c] UNDOF information is based on estimates.

Annex IV

International Staff in field mission duty stations with four-week rest and recuperation cycle[a]

Mission name	*Duty station*	*Rest and recuperation cycle*	*Number of staff*
UNAMA	Kandahar	4	12
UNAMI	Baghdad/BIAP	4	202
	Basra	4	31
	Kirkuk	4	33
UNPOS	Garoowe	4	4
	Hargeysa	4	3
	Mogadishu	4	11
UNSOA	Mogadishu	4	7
Total			**303**

[a] Based on monthly statistics of 29 February 2012.

Annex V

International staff in field mission duty stations with six-week rest and recuperation cycle[a]

Mission name	*Duty station*	*Rest and recuperation cycle*	*Number of staff*
UNAMA	Badakhshan	6	3
	Badghis	6	3
	Bamyan	6	14
	Daikundi	6	3
	Farah	6	4
	Faryab	6	2
	Gardez	6	11
	Ghor	6	4
	Herat	6	20
	Islamabad	6	2
	Jalalabad	6	16
	Kabul	6	244
	Khost	6	2
	Kunar	6	2
	Kunduz	6	11
	Mazar-e-Sharif	6	14
	Nimroz	6	1
	Pul-i-Khumri	6	3
	Sari Pul	6	2
	Sheberghan	6	3
	Taloqan	6	3
	Zabul	6	1
UNAMI	Erbil	6	30
UNAMID	Al Daein	6	2
	El Fasher	6	682
	El Geneina	6	99
	Forobaranga	6	1
	Garzilla	6	1
	Graida	6	2
	Kabkabiya	6	3
	Kas	6	1
	Khor Abeche	6	1
	Kutum	6	4
	Nyala	6	132
	Shangil Tobya	6	1
	Sheiria	6	1

Mission name	*Duty station*	*Rest and recuperation cycle*	*Number of staff*
	Umkadada	6	2
	Zalingei	6	73
	Zam Zam	6	1
UNDOF	Camp Faouar	6	39
	Damascus	6	2
UNISFA	Abyei	6	29
UNMISS	Aweil	6	16
	Bentiu	6	25
	Bor	6	41
	Juba	6	452
	Kuajock	6	16
	Malakal	6	55
	Rumbek	6	19
	Torit	6	17
	Wau	6	52
	Yambio	6	19
UNMOGIP	Islamabad	6	24
UNSCO	Ramallah	8	2
UNSMIL	Benghazi	6	4
	Tripoli	6	51
UNTSO	Damascus	6	6
Total			**2 273**

[a] Based on monthly statistics of 29 February 2012.